

Updated: September 2, 2022
Title: LGBTQ Ministries and Clara Barton Gender Justice Fellow
Staff Group: Organizing Strategy Team / Ministries and Faith Development
Reports To: LGBTQ and Multicultural Programs Director
Location: Open within the continental United States*
Grade: 7, part-time, temporary with benefits
Schedule: 20 hours per week

Note that this is a part-time, temporary position. This position is expected to end by June 30, 2023.

Purpose

Under the banner of Side With Love and the UPLIFT campaign, to support the UUA's Organizing Strategy Team in the creation and implementation of an intersectional distributed organizing program that engages Unitarian Universalists in advocating and acting for LGBTQIA and Gender Justice in partnership with frontline organizations and coalitions. This position is funded by the UU Women's Federation.

Principal Responsibilities

1. In collaboration with the Organizing Strategy Team, identifies opportunities for direct action, advocacy, and other organizing for LGBTQ and gender justice, and supports the mobilization of UUs in local and national actions.
2. Serves as the liaison/representative to various coalition spaces and movement tables.
3. Designs political education and other training opportunities related to LGBTQ and gender justice to increase political grounding and organizing skills among our base.
4. Occasionally represents the UUA and/or Side With Love at local/national campaigns, rallies, and/or events uplifting the needs of those who have experienced marginalization because of sexual orientation or gender identity.
5. Attends weekly OST meetings to collaborate on a strategy for LGBTQ and gender justice that complements and supports an intersectional, multi-issue organizing agenda.
6. Supports the LGBTQ and Multicultural Programs staff in providing spiritual support to the transgender/non-binary community within and beyond Unitarian Universalism by curating resources and holding spaces that center the needs and experiences of the trans and non-binary community.
7. Works with individuals and groups in congregations and other UU spaces to support, encourage, and develop environments that celebrate LGBTQ and gender justice and inclusion.
8. Provides administrative support, including processing Five Practice of Welcome Renewal re-certifications and creating and publishing content for newsletters, e-mail blasts, blogs, and social media.
9. Performs other duties as requested by supervisor, the Organizing Strategy Director, the Co-Directors of Ministries and Faith Development, the Executive Vice President, or the President.

Qualifications

This is a Grade 7 position with a pay rate of \$20 per hour. Note that qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training. Our ideal candidate:

- Seminary or graduate school student preparing for career in UU social justice ministry.
- Has experience in grassroots organizing and/or advocacy on issues related to LGBTQ and gender justice.
- Can articulate theological/spiritual grounding for the values of multiculturalism and justice.
- Actively builds relationships with colleagues and stakeholders to foster collaboration, creativity, and problem solving.
- Brings experience leading change, developing cross-cultural leadership, and navigating identity-based conflict.
- Has solid experience working in team settings and multi-layered institutions.
- Understands the elements of community and the dynamics of intercultural engagement.
- Is an effective communicator, writer, and presenter in face-to-face and virtual contexts.
- Is a thoughtful and engaged team player and is skilled at conflict transformation.
- Has in-depth knowledge and an understanding of the connection between diversity and social justice grounded in progressive faith-based values.
- Respects continuous learning for self, colleagues, and UU leaders.
- Has grounding in social justice and principles of anti-oppression/anti-racism/multiculturalism.
- Is knowledgeable about issues relevant to LGBTQ communities.
- Work or lived experience with communities of color or Indigenous peoples is of particular value.

- Eagerness to work in an organization in which the dismantling of white supremacy is a high priority.
- Social media (Facebook, Twitter, Instagram, etc.) and computer proficiency is essential, especially in the Microsoft Office Suite including Outlook. Ability to use online meeting software as virtual meetings are the norm.
- Occasional travel may be asked for, but not required.

* You may work from our Boston, MA office, or this may be a remote, work-from-home position. Location is open within the continental United States.

How to Apply

People with disabilities, people of color, Indigenous people, Hispanic/Latinx, and LGBTQ candidates are encouraged to apply. The UUA is committed to developing a diverse and talented staff team. If you are excited about this role, but are unsure whether you meet 100% of the requirements, we encourage you to inquire and/or apply. Send cover letter and résumé—indicating “LGBTQ Ministries and Clara Barton Gender Justice Fellow” in the subject line—via e-mail to careers@uua.org, via fax to (617) 948-6467, or to Human Resources, UUA, 24 Farnsworth Street, Boston, MA 02210. E-mail submissions preferred.

About the UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston’s seaport Fort Point Innovation District with staff based throughout the United States. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 10% towards retirement (after one year), and have generous paid time-off policies. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or humanresources@uua.org. For more information on the UUA, visit us online at UUA.org and uuworld.org.

Support for the Mission and Values of the Association

The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA’s values, principles and mission. In particular the following points, drawn from the Seven UU Principles, are of particular importance for the UUA’s work environment and staff culture:

- The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.